

## **Draft Definitions & Statements** (revised Oct. 16, 2019)

*(For discussion only)*

### **Draft Equity Definition**

Equity is the path to wellbeing that allows each person to thrive. It is an evolving, community-centered journey toward healing that requires shifting power to disrupt and dismantle deeply entrenched systems of privilege and oppression. Equity allows the fullest expression of dignity, honor, and respect that we all deserve.

### **Draft Equity Statement**

Equity requires a commitment to bold action. It begins with the acknowledgement of historical systems of institutional racism and oppression that have led to the uneven distribution of benefits and burdens in our communities. Racism is ingrained in our history and deeply embedded in our institutions, affecting all sectors. An equitable decision-making process prioritizes community-led solutions, driven by those most affected. Generational healing takes time and requires us to embrace discomfort and practice humility. Equity ensures everyone has full access to the opportunities, power, and resources they need to flourish and achieve their full potential.